

**MONTANA STATE PRISON  
600 CONLEY LAKE ROAD  
DEER LODGE, MONTANA 59722  
REPOSTED**

Job Title: Clinical Psychologist  
Position Number: 22603  
Classification Code: 193317  
Division: Montana State Prison  
Location: Deer Lodge, MT 59722  
Status: Permanent/Full-time

Pay Band: 7  
Salary: Range is \$47,467 to  
\$59,334 annually  
Bargaining Unit: None  
Supplement Required: No

Application Deadline: Submit a State of Montana Application and completed Criminal Background and Reference Authorization form to any local Job Service Office or the Montana State Prison, Personnel Office, 600 Conley Lake Road, Deer Lodge, MT 59722. **Position open until filled. Applications will be reviewed weekly.**

Special Information: Upon employment, successful completion of Basic Pre-Service Training for Prison employees. Must be able to respond in the event of an emergency; must be able to work in stressful and potentially dangerous environment. **LAUTENBERG AMENDMENT:** This position authorizes the incumbent to carry a firearm. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition (Title 18, U. S. C. , Section 922(g)(91)). Candidate who have been convicted of a misdemeanor crime of domestic violence are not qualified for this position. Candidates under consideration will be required to certify whether they have ever been convicted of such an offense. False or fraudulent information provided by candidates is criminally punishable by fine or imprisonment (Title 18, U. S. C., Section 1001).

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**Typical Duties:** Effectively provides psychological testing services and conducts clinical interviews, mental status examination, neuropsychological assessments, and applied behavior analysis in order to accurately assess inmates' mental health needs, decide on the appropriate level of mental health care, provide consultation to staff regarding inmates' mental health needs and comply with National Commission on Correctional Health Care Standards. Conducts clinical interviews and psychological assessments upon referral from other mental health staff to identify problem areas, personality patterns, acute and chronic brain disorders using approved interview techniques, neuropsychological assessments and behavior testing. Prepares and completes written assessment reports which indicate tests and procedures that were used to answer the referral question, assist the treatment staff by identifying therapy approaches and the patient's suitability for various types of treatment. Implements mental health recommendations and referrals based on testing results to quickly address mental health needs, manage volatile behavior, maintain security and increase the continuity of mental health care. Facilitates treatment plan development in conjunction with other mental health staff to arrive at most appropriate individualized treatment plan by assisting with identification and wording of problems, goals, objectives, and interventions, and selecting quality treatment approaches for a particular patient. Provides individual and group psychotherapy to inmates. Meets individually with identified patients to work with the patient on therapeutic tasks for overcoming their neurophysiologic and behavior problems by applying appropriate behavioral science techniques. Supervises group and individual therapy provided by other mental health treatment team members as requested to ensure sessions are conducted according to quality acceptable practices by being present at some therapy sessions providing a critique to the therapist and assisting in the preparation for the sessions. Provides behavior rehabilitative

therapies to help patients gain or relearn self-care and community living skills by applying cognitive and restructural behavior techniques. Performs administrative duties as assigned by the Mental Health Services Director and assists in the continuing operation of the treatment team by using principles of patient management, multi-disciplinary treatment concepts, management of psychiatric problems in a correctional setting and a comprehensive knowledge of human behavior using multidimensional approaches. Assists in developing and updating policies and standards for Mental Health Services by using knowledge of appropriate treatment, assessment of treatment needs, applicable laws, rules and regulations to ensure a facility service delivery system, assigns and monitors psychology interns by communicating with the Mental Health Services Director to achieve treatment program objectives and to deliver quality professional psychological services. Meets weekly with interns to ensure compliance with standards, institutional policies and to discuss delivery of services, treatment issues, psychological evaluations, and therapy cases. Integrates professional psychology services with those of other disciplines by providing professional knowledge and guidance and encouraging constructive innovation and changes in program structure and service delivery. Participates in regular multidisciplinary team meetings and communicates with Wardens, Physicians, Unit Management Teams and security staff to provide consultation on mental health issues and ensure proper patient care. Meets frequently with psychiatrist and Mental Health Services Director to review, discuss and coordinate patient care to ensure attainment of treatment outcomes. Actively participates in the Continuous Quality Improvement Program. Manages mental health emergencies and participates as a member of the on-call rotation for Mental Health Services. Participates in crisis intervention to ensure patient and staff safety by using therapeutic intervention techniques. Responds to emergency class in accordance with MSP and Mental Health Services policies and clinical standards. Determines appropriate treatment plans for emergencies and completes necessary paperwork. Communicates with MSP staff and Mental Health Services staff regarding emergencies and makes appropriate referrals.

Qualifications: Must possess thorough knowledge of the theories and practice of; supervision, psychotherapy (including cognitive, behavioral, dynamic and humanistic), crisis intervention, suicide assessment, psychological testing (including the administration, scoring, and interpretation of the WAIS-R, MMPI, MCMI, TAT, Rorschach Inkblot Test, etc.), interviewing techniques, and training. Strong interpersonal and communication skills. Must have the ability to provide both clinical and administrative supervision; plan, implement, administer, and evaluate programs; interact with both staff and inmates in a professional manner; communicate effectively both verbally and in written form; provide both individual and group psychotherapy; administer, score, and interpret a wide range of psychological tests (including intelligence, objective personality, and projective personality tests); conduct and write psychological evaluations/ reports; provide crisis intervention; conduct suicide risk assessments; lead training.

Education & Experience: The above qualifications are typically acquired through a combination of education and experience consisting of Doctorate Degree in Clinical Counseling or Behavioral Psychology. Special studies include a sequence in applied behavioral analysis and cognitive restructuring in and APA accredited program and internship. Must be licensed or license eligible in the State of Montana and two years of Post Doctorate experience or equivalent education preferably in a correctional setting.

Immigration and Control Act: In accordance with the Immigration and Control Act, the person selected must produce within three (3) days of hire, documentation that he/she is authorized to work in the United States. Examples of such documentation include a birth certificate or social

security card along with a driver's license or other picture I.D. or a U.S. passport or a green card.

Compensation: This position is classified as a Band 7 on the state's pay matrix. The current salary range is \$47,467 to \$59,334 annually. Full-time state employees are also provided paid health, dental and life insurance. Other benefits include a credit union, a deferred compensation program, Public Employee's Retirement System, 15 working days annual leave, 12 days sick leave per year, paid holidays, and up to 15 days military leave with full pay per year.

Reasonable Accommodations: Under state and federal law qualified applicants with disabilities are entitled to reasonable accommodations. Modifications or adjustments may be provided to assist applicants to compete in the recruitment and selection process, to perform the essential duties of the job or to enjoy equal benefits and privileges of employment available to other employees. An applicant must request an accommodation when needed.

Application and Selection Process: Selection procedures to be used in evaluating applicants' qualifications may include an evaluation of the Montana State Application form; a structured interview; a performance test; reference checks and a background investigation. Application materials required are: Signed and complete State Application for Employment, (PD-25, Rev 6/91). Applicants claiming the Veteran's and Handicapped Person's Employment Preference (see State Application for Employment, PD-25) must provide verification of eligibility with the application materials. The required documentation includes a DD-214 or the SRS certification of Disability form.

The application materials will be reviewed by a panel of job experts. Applicants will be notified of further selection procedures.

Tuberculosis testing is mandatory. Montana State Prison is a Tobacco Free Institution.

All new employees are subject to a minimum of 6 months probation.

This job posting is an advertisement for the solicitation of applicants for the position. It is not intended to represent a contract between the employer and the applicant selected.

Late, incomplete or unsigned applications will be rejected as incomplete and will not be considered.

DEPARTMENT OF CORRECTIONS  
Reference and criminal background check authorization form

Applicants Name: \_\_\_\_\_  
(please type or print)

Other Names Used: \_\_\_\_\_

Social Security Number: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

TO WHOM IT MAY CONCERN:

As an applicant for a position with the Department of Corrections, I am required to furnish information for use in determining my past work record.

I hereby authorize the Department of Corrections to contact any or all of my present or past employers and/or personal references. I also authorize the Department to conduct a criminal background check via a law enforcement agency and an abuse, neglect or mistreatment check through the Department of Public Health and Human Services. I release the Department, these employers and/or references from any liability, which may relate to the information provided to the Department of Corrections. I understand that the purpose of this background check is for employment purposes only.

Have you ever been convicted of Domestic Abuse, either a Felony or Misdemeanor? If your answer is yes, please provide the date of the conviction and the jurisdiction in which the conviction occurred.

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This authorization shall be valid and effective for one year from the date signed.

Applicant's Signature: \_\_\_\_\_ Date: \_\_\_\_\_